

NATIONAL INDIAN AND NATIVE AMERICAN



EMPLOYMENT AND TRAINING CONFERENCE



PROVIDENCE, RHODE ISLAND | DECEMBER 8-11, 2025
OMNI PROVIDENCE HOTEL

WELCOME

TO THE 45TH NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT AND TRAINING CONFERENCE



Welcome to the **45th National Indian and Native American Employment Training Conference (NINAETC)** here in the vibrant state capital of Rhode Island, nestled at the head of the beautiful Narragansett Bay.

As we gather, we are reminded of the importance of our shared mission: **Empowering Native Communities – Advancing Native Workforce**. Throughout this conference, we will hear from a diverse range of storytellers who will offer valuable insights into the evolving landscape of Native workforce development.

We extend a special thank you to our Tribal and Federal partners, as well as our generous sponsors, for providing critical information and funding that help strengthen our collective capacity as Native workforce development professionals. We also offer our deepest gratitude to both new and returning presenters. Your knowledge and guidance enhance our ability to serve Native communities with best practices in workforce development.

This year also marks an important and heartfelt moment for our community. We recognize and honor Darrell Waldron, who is retiring as Co-Chair of NINAETC after years of dedicated service, leadership, and advocacy. Darrell's unwavering commitment to Native workforce development has strengthened programs, inspired professionals, and created lasting pathways of opportunity for our communities. We extend our deepest gratitude for his contributions and wish him continued success, health, and fulfillment in this next chapter. Enjoy your time here in Providence, and let's make the most of this gathering as we celebrate the holiday season together.

On behalf of the 45th NINAETC Executive Committee,

Your Co-Chairs,

Darrell Waldron

Darrell Waldron (166)
Rhode Island Indian Council

Kay Seven

Kay Seven (477)
Nez Perce Tribe



45TH EXECUTIVE COMMITTEE



CO-CHAIR

WIOA SECTION 166
RHODE ISLAND INDIAN COUNCIL
DARRELL WALDRON



P.L. 102-477

NEZ PERCE TRIBE

KAY SEVEN



VICE-CHAIR

WIOA SECTION 166
FLORIDA GOVERNOR'S COUNCIL
ON INDIAN AFFAIRS
KATHY ATKINS



P.L. 102-477

CITIZEN POTAWATOMI NATION

MARGARET ZIENTEK



SECRETARY

WIOA SECTION 166
JONATHAN GOOMBI



P.L. 102-477

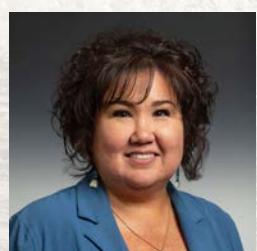
PUEBLO OF ZUNI

BERNADETTE PANTEAH



TREASURER

WIOA SECTION 166
CALIFORNIA INDIAN MANPOWER
CONSORTIUM, INC.
LORENDA SANCHEZ



P.L. 102-477

TLINGIT & HAIDA TRIBE

HOLLY MORALES



FEDERAL PARTNERS



P.L. 102-477 as amended by P.L. 115-93

*U.S. Department of Agriculture
U.S. Department of Commerce
U.S. Department of Education
U.S. Department of Energy
U.S. Department of Health and Human Services
U.S. Department of Homeland Security*

*U.S. Department of Housing and Urban Development
U.S. Department of the Interior
U.S. Department of Justice
U.S. Department of Labor
U.S. Department of Transportation
U.S. Department of Veterans Affairs*

Department of The Interior

Secretary of the Interior
Doug Burgum

Assistant Secretary – Indian Affairs
William (Billy) Kirkland III

Deputy Assistant Secretary for Policy and Economic Development
Kennis Bellmard

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Office of Self-Governance**

Jason Bruno, Director
Matthew Kallappa, Deputy Director
Vickie Hanvey, Program Policy Analyst
Gordon Smith, Self-Governance Negotiator
Alexis Wagner, Self-Governance Negotiator

Bureau of Indian Affairs
Bryan K. Mercier, Director

Office of Indian Services
Genevieve Giaccardo, Deputy Bureau Director
Andrea Waln
Tahnee Barnes

**Office of Indian Services Division of
Workforce Development**

Katharine "Denise" Baylon, Division Chief
Anthony Riley, PL477 Branch Chief
Ida Doyle
Latisha Dewahe
Leon Ghahate
Carrie McMillan
Vincent Romero
Rae Belle Whitcomb

Department of Labor

Secretary of Labor
Lori Chavez-DeRemer

Employment and Training Administration
Lori Frazier Bearden, (Acting) Assistant Secretary

Office of Workforce Investment
Kimberly Vitelli, Administrator

Division of Indian and Native American Programs

Jennifer Whitmore
Carl Duncan
Jolene Aguilar
Kayla Olvera
Stephanie West

45TH NINAETC WORKSHOPS AT A GLANCE



WIOA SECTION 166 SESSIONS

- Allowable Program Costs(Wednesday/Thursday)
- Case Management For Rookies(Monday/Tuesday)
- Empowering the Workforce: Maximizing Impact Through WIOA and Integrated Workforce Development Strategies(Tuesday/Thursday)
- Empowerment(Tuesday/Wednesday)
- Financial Management for the Non-Accountant(Wednesday/Thursday)

P.L. 102-477 SESSIONS

- 477 Statistical Report Form(Tuesday)
- 477 Tribal Work Group Meeting(Monday)
- 477/Child Welfare(Tuesday)
- Education for All -Think Outside the Box(Wednesday)
- Fund Reporting/Financial Reporting-477(Thursday)
- Integrating 477 Workforce Development Strategies into US Forest Service Co-Stewardship Initiatives (Wednesday)
- Peer to Peer Roundtable- How Do I????(Tuesday)
- Preparing-Revising-Expanding-is it time?(Thursday)
- Public Law 102-477: OMB 1076-0135 Annual Report – Narrative (Tuesday)
- Putting It All Together: A Workshop on the Citizen Potawatomi Nation's 477 Child Care Program(Wednesday)
- Tribal Panel on Development of CCDF Market Survey Rates(Wednesday)

UNIVERSAL SESSIONS

- Building Futures Expanding Registered Apprenticeship Opportunities in Native Communities (Tuesday)
- Building Leaders through Tribal Energy Workforce Training (Monday/Wednesday)
- Building Partnerships: NABTU's Expanded Outreach to Indigenous Communities(Tuesday)
- Communication Styles: Being Polished and Proficient(Tuesday/Thursday)
- Creating a Dynamic Customer Service Mindset(Wednesday/Thursday)
- Creating Positive Change in Work and Home Life with Less Stress(Wednesday/Thursday)
- Empowering Our Youth(Tuesday)
- Exploring In-Demand Energy Careers(Tuesday)
- Help Justice-Involved People Get Jobs(Tuesday/Wednesday)
- Ideas for Issues(Tuesday/Wednesday)
- Introducing Gila River's Professional Development Training Catalogue & Program(Tuesday/Wednesday)
- Making the Case: Effective Advocacy for Workforce Development(Tuesday)
- Power Up Your Workforce: Advisory Councils that Deliver Results(Tuesday/Wednesday)
- Social Media & Marketing(Tuesday)
- Taking Steps to Deal with Uncertainty and Build Resilience(Tuesday/Wednesday)
- The Power of the Prompt-AI Generation Training for Workforce Professionals(Tuesday/Wednesday)
- Tribal Workforce Development: A Decision-Framing Toolkit (version2.0) (Wednesday)
- Understanding Historical Trauma and Risk Factors Among OUR Population(Wednesday)



45TH NINAETC WORKSHOPS DESCRIPTIONS

WORKSHOP LEGEND



Day: Wednesday, December 10, 2025

Time: 1:30 PM – 3:00 PM

Room: Blackstone

Workshop: 477 Statistical Report Form

Presenters: Margaret Zientek, Holly Morales

Description:

OMB Form 1076-0135 with Expiration Date 12/31/2027. P.L. 102-477 (PL477), as amended, allows Tribes to integrate employment, training, and related services programs administered by the Secretary of the Interior, the Attorney General, the Secretary of Agriculture, the Secretary of Commerce, the Secretary of Education, the Secretary of Energy, the Secretary of Health and Human Services, the Secretary of Homeland Security, the Secretary of Housing and Urban Development, the Secretary of Labor, the Secretary of Transportation, and the Secretary of Veterans Affairs. Tribes with a 477 plan must annually submit a single, integrated, three-part report on PL 477 activities. The three parts include a Program Statistical Report Form, a Financial Report Form, and a Narrative Report. This workshop will address the Program Statistical Report Form.



Day: Monday, December 8, 2025

Time: 1:30 PM – 3:00 PM

Room: Providence BR

Workshop: 477 Tribal Workgroup Meeting

Presenters: Holly Morales, Margaret Zientek, Kay Seven, Bernadette Panteah

Description:

The federal partners are asked to provide updates regarding status of various grants; legislative actions, upcoming events, etc. After federal partner discussion ends we will discuss issues / actions that may affect 477 tribes and consortiums. Officer elections will be held.



Day: Monday, December 8, 2025

Time: 1:30 PM – 3:00 PM

Room: Providence BR

Workshop: 477/Child Welfare

Presenters: Ashlee May, Margaret Zientek, Senta Rowan

Description:

This workshop will discuss the decision to put Child Welfare into 477 and why it worked for the Citizen Potawatomi Nation. We will discuss how the financials are handled and why we chose to run it the way we do. We will share our best practices on a daily basis with advantages and disadvantages. This panel will have a Q&A session after to help any tribe develop their toolkit.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Wednesday, December 10, 2025
Day: Thursday, December 11, 2025

Time: 1:30 PM – 3:00 PM
Time: 10:30 AM – 12:00 PM

Room: Waterplace BR
Room: Waterplace BR

Workshop: Allowable Program Costs

Presenters: Kerry Jevsevar

Description:

A summary of allowable costs for the Native American Employment and Training Programs, how they are classified in a program's fiscal report, and a discussion concerning programmatic costs for participant services.



Day: Tuesday, December 9, 2025

Time: 1:30 PM – 3:00 PM

Room: Newport

Workshop: Building Futures Expanding Registered Apprenticeship Opportunities in Native Communities

Presenters: Shelby Mack

Description:

Registered Apprenticeship offers a powerful, proven model for connecting Native job seekers to family-sustaining careers while meeting local industry needs. This session will highlight successful strategies for developing and scaling apprenticeship programs in partnership with Tribal governments, workforce boards, and employers. Participants will explore examples of community-driven apprenticeship models, learn about available federal and state resources, and identify actionable steps to launch or expand programs in their own regions.



Day: Monday, December 8, 2025
Day: Wednesday, December 10, 2025

Time: 1:30 PM – 3:00 PM
Time: 10:30 AM – 12:00 PM

Room: Waterplace BR
Room: Newport

Workshop: Building Leaders through Tribal Energy Workforce Training

Presenters: Angelica Wright

Description:

This workshop will highlight Tribal Energy Alternatives (T.E.A) innovative approach to workforce development initiatives. We will share our education and training initiatives designed to build the capacity of Tribes to lead and accomplish their own energy projects. The session will provide an overview of workforce development strategies, which include hosting immersive training programs; and hands-on, multimodal, blended learning opportunities. Attendees will have the opportunity to engage in activities that support the strategy and design of energy workforce development.



Day: Tuesday, December 9, 2025

Time: 10:30 AM – 12:00 PM

Room: Bristol

Workshop: Building Partnerships: NABTU's Expanded Outreach to Indigenous Communities

Presenters: Thomas Kriger

Description:

In this workshop, representatives for North America's Building Trades Unions will discuss their organizations' recent efforts to expand outreach to Indigenous communities across North America. These initiatives include NABTU's Indigenous Awareness Training curriculum, which is offered to all NABTU, general contractor and construction end user employees on projects on or near Indigenous ancestral lands; NABTU affiliate TradesFutures new Tribal Apprenticeship Readiness Programs in ND, NV, WY; and NABTU's recently constituted Native American Committee. The goal of these programs is to increase Indigenous access to middle class career opportunities in the Building Trades across North America.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Wednesday, December 10, 2025
Day: Thursday, December 11, 2025

Time: 10:30 AM – 12:00 PM
Time: 10:30 AM – 12:00 PM

Room: Washington
Room: Washington

Workshop: Case Management for Rookies

Presenters: Gary Rickard

Description:

In this workshop participants will learn the levels of Case Management and acquire an understanding of the processes that make up a Case Management system. Participants will acquire tools needed to be effective in their personal approach to working with clients.



Day: Tuesday, December 9, 2025
Day: Thursday, December 11, 2025

Time: 10:30 AM – 12:00 PM
Time: 10:30 AM – 12:00 PM

Room: Blackstone
Room: Blackstone

Workshop: Communication Styles: Being Polished and Proficient

Presenters: Jacky England

Description:

Communication is sometimes difficult because everyone has their own unique style of communicating. In this workshop, we will identify the main communication styles found in the workplace and discuss tips and techniques for improving interactions with coworkers and clients. Learning the different types of communication styles in the work place allows us to work together more effectively, efficiently and successfully. We will examine each communication style, how to work with each type and share actionable tactics to improve your communication at work. This workshop will be interactive with time reserved for participants' questions and answers.



Day: Wednesday, December 10, 2025
Day: Thursday, December 11, 2025

Time: 10:30 AM – 12:00 PM
Time: 1:30 PM – 3:00 PM

Room: Blackstone
Room: Blackstone

Workshop: Creating a Dynamic Customer Service Mindset

Presenters: Jacky England

Description:

Great customer service is an important factor in any department's success or decline and each customer interaction will either be a positive or negative experience. In this workshop, we will learn some strategies to help us create a dynamic and positive mindset. Techniques and topics to be covered include how to create or revive

your positive mindset, reframing your thoughts to generate positive personal connections and initiating enthusiastic service. Our ultimate goal is to provide exemplary customer service in every interaction which will lead to a supportive atmosphere, one that is helpful and beneficial to all! This workshop will be interactive with time reserved for participants' questions and answers.



Day: Wednesday, December 10, 2025
Day: Thursday, December 11, 2025

Time: 3:30 PM – 5:00 PM
Time: 3:30 PM – 5:00 PM

Room: Narragansett BR
Room: Providence BR

Workshop: Creating Positive Change in Work and Home Life with Less Stress

Presenters: Mitch Factor

Description:

It seems like we work at our job, and our home life is the same old same old. Most people tend to accept their life the way it is, then life seems to become less exciting, challenging and even boring. If you feel like you are working, working, working and your home life is dull, then this break-out is for you. Join Mitch Factor for a fun humorous walk to take steps for positive change in your work and home life. When you have positive changes in your life, you feel good, and you become more productive. Warning: Laughter may occur during this session!



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Wednesday, December 10, 2025

Time: 3:30 PM – 5:00 PM

Room: Blackstone

Workshop: Education for All – Think Outside the Box

Presenters: Andrea Smiley, Melinda Duin

Description:

Low Income Home Energy Assistance Program, Community Services Block Grant, Welfare Assistance Adult Homemaker Services; Safe & Stable Families (Title IV-B); CCDF Quality; Energy Usage Reduction education; Budgeting; SCAM Awareness; Healthy Eating Habits.



Day: Tuesday, December 9, 2025

Time: 1:30 PM – 3:00 PM

Room: WaterplaceBR

Day: Thursday, December 11, 2025

Time: 3:30 PM – 5:00 PM

Room: Waterplace BR

Workshop: Empowering the Workforce: Maximizing Impact Through WIOA and Integrated Workforce Development Strategies

Presenters: Robert Kalaskowski, Anthony Ward-Smith, Lauren Moses

Description:

The Workforce Innovation and Opportunity Act (WIOA) continues to serve as the cornerstone of our nation's workforce development system, aligning education, training, and employment services to meet the evolving needs of businesses and job seekers alike. This session will provide an in-depth look at how WIOA and other programs are being implemented across the state to strengthen local economies, promote equity, and foster sustainable career pathways. The presentation will describe current programs, highlight innovative practices, and describe opportunities to enhance service delivery.



Day: Tuesday, December 9, 2025

Time: 10:30 AM – 12:00 PM

Room: Kent

Day: Tuesday, December 9, 2025

Time: 3:30 PM – 5:00 PM

Room: Kent

Workshop: Empowering our Youth!

Presenters: Tim Lookout

Description:

This workshop will give an insight to the Osage Nation Youth Program.



Day: Tuesday, December 9, 2025

Time: 10:30 AM – 12:00 PM

Room: Newport

Day: Wednesday, December 10, 2025

Time: 1:30 PM – 3:00 PM

Room: Newport

Workshop: Empowerment

Presenters: Gary Rickard

Description:

In this workshop participants will acquire the skills needed to empower their clients to take ownership of their future. The case manager will learn techniques that will allow them to teach the client how to obtain this future and reduce dependency on the case manager.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Tuesday, December 9, 2025

Time: 10:30 AM – 12:00 PM

Room: Newport

Workshop: Exploring In-Demand Energy Careers

Presenters: Missy Henriksen

Description:

The energy sector is seeing significant employment opportunities as businesses respond to historic power needs. This session will explore the energy workforce landscape, narrating what jobs are most in-demand, identifying essential skills, and preparing individuals for industry employment that can offer economic mobility and impact. We will introduce participants to free training resources that provide exposure to energy careers. This work isn't just about jobs; it's about building a future where tribal communities are the producers and innovators of energy, not just the consumers, and it's about reclaiming relationships with the land in a modern context. It's about empowering youth and career-ready adults and providing them with a path to a pro.



Day: Wednesday, December 10, 2025

Time: 3:30 PM – 5:00 PM

Room: Waterplace BR

Day: Thursday, December 11, 2025

Time: 1:30 PM – 3:00 PM

Room: Waterplace BR

Workshop: Financial Management for the Non-Accountant

Presenters: Kerry Jevsevar

Description:

Participants will be able to better understand the nature of their organization's fiscal information in the areas of record keeping, internal controls, cost allocation plans, budgeting, financial reports, and annual audits.



Day: Thursday, December 11, 2025

Time: 10:30 AM – 12:00 PM

Room: Providence BR

Workshop: Fund Reporting/Financial Reporting - 477

Presenters: Margaret Zientek, Holly Morales, Senta Rowan

Description:

Certain report data is used to calculate funding distribution levels on particular grants. Those include Welfare Assistance / General Assistance FASSR (Financial Assistance & Social Services Report); WA-RAF (Welfare Assistance - Request for Additional Funds); BIE-JOM Count (Bureau Indian Education-Johnson O'Malley Student Count) and Title IV-B - APSR (Promoting Safe & Stable Families Title IV-B -Child Welfare- Annual Progress and Service Report).

OMB 1076-0135 Annual Financial Report Form Exp 12/31/2027. The 477 Financial Report is used to monitor the progress of grantees in delivering services to Tribal members, identify unmet needs or other provide information to justify budget submissions by the federal agencies involved.



Day: Wednesday, December 10, 2025

Time: 10:30 AM – 12:00 PM

Room: Kent

Workshop: How AI is Changing Everything (Whether We're Ready or Not)

Presenters: Frederico Pace

Description:

Explore how AI is reshaping work, privacy, data, and daily life, and why society must act now to guide its impact before it guides us.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Tuesday, December 9, 2025
Day: Wednesday, December 10, 2025

Time: 1:30 PM – 3:00 PM
Time: 1:30 PM – 3:00 PM

Room: South County
Room: South County

Workshop: Ideas for Issues

Presenters: Katreena Hayes-Wood

Description:

Every workplace faces challenges --whether with participants, coworkers, supervisors, or the pressures that come from balancing personal and professional life. Join behavioral specialist and professional trainer, Katreena Hayes-Wood in this interactive workshop, where we'll move beyond simply identifying problems to developing real, actionable solutions. Through guided discussions, collaboration, and hands-on activities, participants will explore common issues and evaluate their impact and strategize effective ways to cope and create change. Using the IDEAS model, teams will learn how to shift from frustration to innovation by focusing on solutions rather than obstacles. Come ready to engage, and leave empowered with practical strategies to transform your outcomes.



Day: Wednesday, December 10, 2025

Time: 1:30 PM – 3:00 PM

Room: Providence BR

Workshop: Integrating 477 Workforce Development Strategies into US Forest Service Co-Stewardship Initiatives

Presenters: Erinn Adkins-Franks

Description:

This workshop will showcase the collaboration between Tlingit & Haida Employment & Training and the Mendenhall Glacier Recreation Area (MGRA) Cultural Ambassador program. Participants will learn how WIOA programming has been integrated into co-stewardship initiatives, creating meaningful work experience opportunities for tribal citizens while strengthening partnerships with federal and local agencies. The session will highlight program design, lessons learned, and best practices for leveraging workforce development resources to support cultural stewardship and economic sovereignty.



Day: Tuesday, December 9, 2025
Day: Wednesday, December 10, 2025

Time: 3:30 PM – 5:00 PM
Time: 3:30 PM – 5:00 PM

Room: Newport
Room: Newport

Workshop: Introducing Gila River's Professional Development Training Catalogue and Program

Presenters: Zephrynn Conte, Andrea Rambo

Description:

Designed for Job Seekers and working professionals, Gila River Indian Community (GRIC) Employment and Training Department's newly completed 89-lesson training catalogue includes a series of Work Readiness, Life Skills, Financial Literacy and Entrepreneurship workshops. Join us for an interactive experience that will provide you with an overview of GRIC's ongoing training programs, along with a sample of our First Quarter training calendars and an index of the new training catalogue.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Tuesday, December 9, 2025

Time: 1:30 PM – 3:00 PM

Room: Kent

Workshop: Making the Case: Effective Advocacy for Workforce Development

Presenters: Kim Meadows

Description:

Advocacy is essential to building strong workforce systems that meet the needs of employers, workers, and communities. But how do you clearly communicate the value of workforce development to policymakers, business leaders, and the public? This session will equip participants with practical strategies to “make the case” for workforce development, whether in conversations with legislators, presentations, or outreach efforts. Learn how to share powerful stories, highlight key data, and frame your message to drive action and impact.



Day: Tuesday, December 9, 2025

Time: 10:30 AM – 12:00 PM

Room: Providence BR

Workshop: Peer to Peer Roundtable – How Do I????

Presenters: Margaret Zientek, Holly Morales, Kay Seven

Description:

Get help from your peers! 477 staff are encouraged to bring questions and discuss with peers. How do they handle????



Day: Tuesday, December 9, 2025

Time: 3:30 PM – 5:00 PM

Room: South County

Day: Wednesday, December 10, 2025

Time: 3:30 PM – 5:00 PM

Room: South County

Workshop: Power Up Your Workforce: Advisory Councils that Deliver Results

Presenters: Katreena Hayes-Wood

Description:

Discover how advisory councils can be a game-changer for job development! Join professional trainer and best-selling author, Katreena Hayes-Wood for this interactive workshop that will guide you through the full lifecycle of an effective advisory council—from planning and set up to hosting productive meetings and following up for impact. Learn practical strategies to leverage council expertise, strengthen community partnerships, and drive meaningful workforce development outcomes. Walk away ready to build advisory councils that don’t just meet—they transform.



Day: Thursday, December 11, 2025

Time: 1:30 PM – 3:00 PM

Room: Providence BR

Workshop: Preparing-Revising-Expanding – Is it time?

Presenters: Margaret Zientek, Holly Morales, Kay Seven

Description:

Things to consider when creating, renewing, revising, expanding a 477 Plan. Is there a template to follow? How do you group 'like' components? What do you call what you do? How to avoid the SILO trap.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Tuesday, December 9, 2025

Time: 3:30 PM – 5:00 PM

Room: Providence BR

Workshop: Public Law 102-477: OMB 1076-0135 Annual Report - Narrative

Presenters: Luisa Machuca, Rosa Sconberg

Description:

The narrative report is a mandatory component of the single report format developed in accordance with P.L. 102-477. This report allows Tribes to describe the use of their employment, training and related activities and services to address the unique needs of their communities. The narrative provides a description of the services and activities provided and the results achieved under the P.L. 102-477 Plan.



Day: Wednesday, December 10, 2025

Time: 3:30 PM – 5:00 PM

Room: Providence BR

Workshop: Putting it all together: A Workshop on the Citizen Potawatomi Nation's 477 Child Care Program

Presenters: Keyon Permetter, Bonnie Simons, Heather Gaston

Description:

Discover how Citizen Potawatomi Nation has leveraged the 477 program to build successful, culturally relevant child care services that support children, families, and the community. In this workshop, all participants will have the opportunity to connect with fellow child care program leaders and share best practices for 477-integrated child care.



Day: Tuesday, December 9, 2025

Time: 1:30 PM – 3:00 PM

Room: Blackstone

Workshop: Social Media and Marketing

Presenters: Kimberly Ninham

Description:

This interactive workshop will provide you with comprehensive examples on how to develop marketing tools and effectively promote your programs and events via social media.



Day: Tuesday, December 9, 2025

Time: 10:30 AM – 12:00 PM

Room: Waterplace BR

Day: Wednesday, December 10, 2025

Time: 1:30 PM – 3:00 PM

Room: Narragansett BR

Workshop: Taking Steps to Deal with Uncertainty and Build Resilience

Presenters: Mitch Factor

Description:

We all deal with negative people, issues or situations that may seem hopeless sometimes. In most cases we want to give up. Join Mitch Factor on a journey out of uncertainty to resilience. In this break out, Mitch will give you some insight on how to deal with negative speed bumps we may have in our lives. Though the future may look dim, there are always some steps we can take for a smoother path moving forward.



45TH NINAETC WORKSHOPS DESCRIPTIONS



Day: Tuesday, December 9, 2025
Day: Wednesday, December 10, 2025

Time: 10:30 AM – 12:00 PM
Time: 10:30 AM – 12:00 PM

Room: South County
Room: South County

Workshop: The Power of the Prompt – AI Generation Training for Workforce Professionals

Presenters: Katreena Hayes-Wood

Description:

Unlock the power of AI to transform the way you work! Join professional trainer Katreena Hayes-Wood in this hands-on, interactive workshop, where participants will learn practical strategies for using AI to simplify government forms, draft professional letters and emails, and create compelling grant content. Discover how to craft effective prompts, maintain privacy and ethics, and turn rough notes into polished documents with ease. Whether you're new to AI or looking to enhance your work flow, this session will inspire confidence, boost productivity, and give you the tools to make your writing smarter, faster, and more impactful.



Day: Wednesday, December 10, 2025

Time: 10:30 AM – 12:00 PM

Room: Providence BR

Workshop: Tribal Panel on Development of CCDF Market Survey Rates

Presenters: Holly Morales, Luisa Machuca, Rosa Skonberg

Description:

This workshop will be comprised of a Tribal Leadership panel that will discuss how their Tribes have developed their own CCDF Market Survey Provider Rates. These rates are developed, in place of State Rates, to ensure Tribal Families have access to high-quality child-care services.



Day: Wednesday, December 10, 2025

Time: 10:30 AM – 12:00 PM

Room: Waterplace BR

Workshop: Tribal Workforce Development: A Decision-Framing Toolkit (Version 2.0)

Presenters: Ian Record

Description:

This session officially unveils Version 2.0 of NCAI's widely used "Tribal Workforce Development" decision-making toolkit, originally published by the National Congress of American Indians in 2018. The session delves into the seminal role workforce development plays in building sustainable tribal economies, 15 strategic considerations for building effective workforce development approaches, and the distinct roles tribal leaders, program staff, and citizens must play in designing and implementing those approaches. Attendees will learn how to use the toolkit (and its 30 tribal success stories) to inform and drive best-practice strategies in this critical area of tribal governance.



Day: Wednesday, December 10, 2025

Time: 3:30 PM – 5:00 PM

Room: Bristol

Workshop: Understanding Historical Trauma and Risk Factors Among OUR Population

Presenters: Ronda Jones Tobey

Description:

Understanding Historical Trauma and Risk Factors among OUR population; the importance of proving appropriate services.



PRESENTER BIOGRAPHIES

Erinn Adkins-Franks - is Tlingit from the Teikweidí clan and the great-granddaughter of Master Carver Charles Brown, granddaughter of Martha Reed, and daughter of Ardys Reed. She serves as the Employment & Training Manager for Tlingit and Haida, where she leads workforce development programs that help tribal citizens build long-term career pathways. Erinn is currently pursuing a Master of Legal Studies in Indigenous Peoples Law to strengthen her advocacy for tribal sovereignty and economic self-determination.

Yixiu Chen - is the Curriculum Development Manager at Tribal Energy Alternatives. She is currently based in the traditional lands of the Dakota/ Anishinabee in Mni Sota Makoce (Minnesota). Her passions include: nonformal, multi-cultural and social-justice education. She has over a decade of experience in the non-profit and public sector working with diverse multicultural communities.

Zephryn Conte - MA (NYU) brings over 25 years of national experience as an author, Educator, & Professional Development Program Designer. Now in her 13th year as Training Specialist for Gila River Indian Community's Employment and Training Department she is a foundational contributor to its current training programs and new Professional Development Manuel. Published in the fields of Conflict Resolution, Cultural Competence & Arts Infusion: ["The Art in Peacemaking" www.arts.gov/pub/artinpeacemaking; "Promoting Your Cause: From Mission to Message" CNCS Corporation for National Community Service; "Schools with Spirit, Nurturing the Inner Lives of Children and Teachers" Beacon Press], Zephryn is also a published composer, with music in movies & TV & songs on multiple online music platforms. After years of national & tribal work, Zephryn remains dedicated to creative strategies that empower and unify.

Melinda Duin - Manager of the Citizen Potawatomi Nation Workforce and Social Services Department is passionate about helping others. She helps a staff of twenty-three manage sixteen grants under PL 102-477 to serve the Native American community in a 6-county area in Shawnee Oklahoma. The WSS department prides itself on being a one-stop shop to help with multiple issues under one roof. She has been a proud CPN Employee for 25 years, assisting many different grants over that time.

Jacky England - Jacky England is a Cherokee Nation citizen and current Employment Programs Manager within the Career Services Department of the Cherokee Nation of Oklahoma. He has been with the Cherokee Nation for six years. Prior to coming to the Nation, he spent 25 years in public education as a teacher and a coach in Texas, Arkansas and Oklahoma. He has presented workshops at the local, state, and national levels. Mr. England's workshops focus on positive interactions, positive mindsets and striving to create a positive work environment that promotes and develops excellent customer service.

Mitch Factor - has been a lead teacher in Head Start for over 30 years. Mitch now presents to Head Start Staff, Employees and now has moved into main stream audiences. Mitch has presented across the United States, Alaska, and Canada. Mitch specializes in education, wellness, parent and family involvement, male involvement, and staff working as a collective unit to benefit the children and families. Mitch presents at conferences, national conferences, and Tribal events. Mitch Factor is also a humorist and enjoys laughing and having fun while presenting.

Heather Gaston - has been part of the Citizen Potawatomi Nation since 2006 and serves as an Intake Specialist. In her role, she supports and monitors child care provider relatives, homes, and centers to help improve the quality of care and promote safe, nurturing learning environments for Native American Children in our community.



PRESENTER BIOGRAPHIES

Erinn Adkins-Franks - is Tlingit from the Teikweidí clan and the great-granddaughter of Master Carver Charles Brown, granddaughter of Martha Reed, and daughter of Ardys Reed. She serves as the Employment & Training Manager for Tlingit and Haida, where she leads workforce development programs that help tribal citizens build long-term career pathways. Erinn is currently pursuing a Master of Legal Studies in Indigenous Peoples Law to strengthen her advocacy for tribal sovereignty and economic self-determination.

Yixiu Chen - is the Curriculum Development Manager at Tribal Energy Alternatives. She is currently based in the traditional lands of the Dakota/ Anishinabee in Mni Sota Makoce (Minnesota). Her passions include: nonformal, multi-cultural and social-justice education. She has over a decade of experience in the non-profit and public sector working with diverse multicultural communities.

Zephryn Conte - MA (NYU) brings over 25 years of national experience as an author, Educator, & Professional Development Program Designer. Now in her 13th year as Training Specialist for Gila River Indian Community's Employment and Training Department she is a foundational contributor to its current training programs and new Professional Development Manuel. Published in the fields of Conflict Resolution, Cultural Competence & Arts Infusion: ["The Art in Peacemaking" www.arts.gov/pub/artinpeacemaking; "Promoting Your Cause: From Mission to Message" CNCS Corporation for National Community Service; "Schools with Spirit, Nurturing the Inner Lives of Children and Teachers" Beacon Press], Zephryn is also a published composer, with music in movies & TV & songs on multiple online music platforms. After years of national & tribal work, Zephryn remains dedicated to creative strategies that empower and unify.

Melinda Duin - Manager of the Citizen Potawatomi Nation Workforce and Social Services Department is passionate about helping others. She helps a staff of twenty-three manage sixteen grants under PL 102-477 to serve the Native American community in a 6-county area in Shawnee Oklahoma. The WSS department prides itself on being a one-stop shop to help with multiple issues under one roof. She has been a proud CPN Employee for 25 years, assisting many different grants over that time.

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PRESENTER BIOGRAPHIES

Katreena Hayes-Wood - is the co-founder of the Native American Women's Conference, now celebrating its 10th year, and the owner of Career Services Network. A best-selling author, Career Development Professional, and Certified Behavioral Specialist, she has partnered with over 50 Indigenous communities and organizations across the U.S., providing training in work readiness, life skills, behavioral health, and team development. A sought-after presenter at national Native conferences, Katreena is known for her inspiring sessions on workplace trends, career strategies, self-care, and motivation. Her leadership and service have been recognized with numerous honors, including the prestigious Phoenix Indian Center's Friend of the Community Award, the American Business Women's Association National Top Ten Business Women's Award, and the Arizona CTE Visible Difference Award.

Missy Henriksen - Center for Energy Workforce Development, a position she has held since December 2019. Bringing 30 years of non-profit management and workforce-development expertise to the organization, she is responsible for leading CEWD's programs and initiatives to ensure a highly skilled talent pipeline for the energy sector. She chairs the Department of Energy's 21st Century Energy Workforce Advisory Board, serves on DOE's Electrification Advisory Committee, providing a talent development voice, and was appointed to the Department of Labor's Advisory Committee on Apprenticeship, which has recently been disbanded.

Kerry Jevsevar - Since 2009, the Director for the Native American Employment and Training (WIOA/section 166) Program at the Council of Three Rivers American Indian Center in Pittsburgh, PA. From 1987, he worked in the agency's Finance Office, serving as Senior Finance Officer from 1997 to 2009. He has an Associate Degree in Accounting from the Community College of Allegheny County, a Bachelor Degree in Labor Studies from the Pennsylvania State University and a Master of Business Administration from Robert Morris University.

Ronda James Tobey - LCSW, MAC, LADC, CADC, LMHC (Lumbee), is a dedicated leader, clinician, and advocate who has provided organizational development and leadership to corporate, tribal, and nonprofit sectors. She is deeply committed to preserving Native culture and advancing the well-being of Native American families throughout the Eastern United States. Ronda accomplished motivational speaker and trainer specializing in Intimate Partner Violence (IPV), Harm Reduction Theory, the Indian Child Welfare Act (ICWA), Native American Cultural Competence and Ethnic Diversity, Historical Trauma, and Effective Case Management. A proud alum of Rutgers University in New Jersey, where she earned both her Bachelor's and Master's degrees. Ronda is also the Founder and Executive Director of Red Path, North Carolina's first American Indian Child Placement Agency and CEO of SAP Works, LLC providing return to duty services to DOT employees. Born in North Carolina, Ronda is a former Miss Indian North Carolina and an Eastern Blanket Dancer. Now residing on Cape Cod, she continues to promote healing and empowerment for individuals and families. In recognition of her outstanding contributions, she was honored as the 2024 Massachusetts Counselor of the Year, 2024 NAADAC Lora Roe Memorial Addiction Counselor of the Year (National Conference), and recipient of the Association of Developmental Disability Providers (ADDP) Diversity, Equity, Inclusion, and Belonging (DEIB) Award.

Robert Kalaskowski - is Assistant Director for Workforce Development with the Rhode Island Department of Labor and Training - a position he has held since November 2024. Before joining the state's workforce development efforts, Rob spent nine years with the Rhode Island Senate as a Policy Analyst. In addition to his state service, Robert has worked in the private sector in hospitality, retail, and finance. Robert received his MBA with Beta Gamma Sigma honors from the Isenberg School at the University of Massachusetts-Amherst in 2010. In 2005 he earned his Baccalaureate degree from Rhode Island College.



45TH NINAETC CONFERENCE

Sunday – December 7, 2025 3:00 - 6:00 pm – Registration <i>Location TBD</i>		<i>*Revision: Join us for breakfast on Monday December 8th at 7:30 am</i>
Monday – December 8, 2025		Tuesday, December 9, 2025
7:00 am - 6:00 pm – Registration.....Narragansett Prefunction 8:00 am - 5:00 pm – Exhibitors/VendorsNarragansett Prefunction 8:00 am - 8:30 am – Wake up with MitchNarragansett Ballroom 8:30 am - 12:00 pm – Plenary SessionNarragansett Ballroom		7:00 am - 6:00 pm – Registration.....Narragansett Prefunction 8:00 am - 5:00 pm – Exhibitors/VendorsNarragansett Prefunction 8:00 am - 8:30 am – Wake up with MitchNarragansett Ballroom 8:30 am - 10:00 am – Plenary SessionNarragansett Ballroom
<ul style="list-style-type: none"> • Honor Guard/Posting of the Colors • Drum Group • Invocation • Welcome <ul style="list-style-type: none"> - <i>Darrell Waldron, Executive Director, Rhode Island Indian Council, Inc., Wampanoag (Co-Chair-166)</i> - <i>Kay Seven, Career Center Director, Nez Perce Tribe (Co-Chair-477)</i> • Roll Call <ul style="list-style-type: none"> - <i>Bernadette Panteah, Division of Education and Training Director, Pueblo of Zuni (Secretary 477)</i> • Remembrance <ul style="list-style-type: none"> - <i>Lorenda T. Sanchez, Executive Director, California Indian Manpower Consortium, Inc., Northern Paiute (Treasurer-166)</i> • Federal Agency Updates <ul style="list-style-type: none"> - <i>U.S. Department of Labor</i> - <i>U.S. Department of the Interior</i> • Announcements 		<ul style="list-style-type: none"> • Speaker • 2025-2026 NINAETC Officer Nominations <ul style="list-style-type: none"> - 166 Officers: Co-Chair, Vice-Chair, Secretary, Treasurer - 477 Officers: Co-Chair, Vice-Chair, Secretary, Treasurer • Presentation • Announcements
12:00 - 1:30 pm – Lunch (on your own)		10:00 - 10:30 am – Break
1:30 - 3:00 pm – Workshops <ul style="list-style-type: none"> • Building Leaders through Tribal Energy Workforce Training.....Waterplace Ballroom • P.L. 102-477 Tribal Work Group MeetingProvidence Ballroom 		10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none"> • Taking Steps to Deal with Uncertainty and Build ResilienceWaterplace Ballroom • Peer to Peer Roundtable – How Do I???? (477)Providence Ballroom • Building Partnerships: NABTU's Expanded Outreach to Indigenous CommunitiesBristol • Empowering our Youth!Kent • EmpowermentNewport • Exploring In-Demand Energy CareersWashington • The Power of the Promt - AI Generation Training for Workforce Professionals.....South County • Communication Styles: Being Polished and Proficient.....Blackstone
3:00 - 3:30 pm – Break		12:00 - 1:30 pm – Awards Luncheon
3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Case Management for RookiesWaterplace Ballroom • P.L. 102-477 Tribal Work Group MeetingProvidence Ballroom 		1:30 pm – 3:00 pm – Workshops <ul style="list-style-type: none"> • Empowering the Workforce: Maximizing Impact through WIOA and Integrated Workforce Development Strategies.....Waterplace Ballroom • 477/Child WelfareProvidence Ballroom • Making the Case: Effective Advocacy for Workforce DevelopmentKent • Building Futures Expanding Registered Apprenticeship Opportunities in Native CommunitiesNewport • Ideas for Issues - A Formula for Solving Real IssuesSouth County • Social Media and MarketingBlackstone
6:00 pm – Welcome ReceptionNarragansett Ballroom		3:00 - 3:30 pm – Break
3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Case Management for RookiesWaterplace Ballroom • P.L. 102-477 Tribal Work Group MeetingProvidence Ballroom 		3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Case Management for RookiesWaterplace Ballroom • Public Law 102-477: OMB 1076-0135 Annual Report - NarrativeProvidence Ballroom • Empowering our Youth!Kent • Introducing Gila River's Professional Development Training Catalogue & ProgramNewport • Power Up Your Workforce: Advisory Councils that Deliver Results.....South County
5:00 - 6:00 pm – Regional Meetings <ul style="list-style-type: none"> • Region 1, 2 & 3 • Region 4 • Region 5 • Region 6 		5:00 - 6:00 pm – Regional Meetings <ul style="list-style-type: none"> • Region 1, 2 & 3 • Region 4 • Region 5 • Region 6

45TH NINAETC CONFERENCE

Wednesday, December 10, 2025	Thursday, December 11, 2025
8:00 am - 5:00 pm – Information.....Narragansett Prefunction	8:00 am - 5:00 pm – Information.....Narragansett Prefunction
8:00 am - 5:00 pm – Exhibitors/Vendors Narragansett Prefunction	8:00 am - 11:00 am – Exhibitors/Vendors.....Narragansett Prefunction
8:00 am - 8:30 am – Wake up with MitchNarragansett Ballroom	8:00 am - 8:30 pm – Wake up with MitchNarragansett Ballroom
8:30 am - 10:00 am – Plenary SessionNarragansett Ballroom <ul style="list-style-type: none"> • Speaker <ul style="list-style-type: none"> - <i>Ian Record, Project Consultant, National Congress of American Indians</i> • 2025-2026 Office Candidate Speeches • 2026 Site Presentations • Announcements 	8:30 am - 10:00 am – Plenary SessionNarragansett Ballroom <ul style="list-style-type: none"> • 2025-2026 Officer Election Results • 2026 Site Selection Result • Resolutions • Years of Service Recognition <ul style="list-style-type: none"> - 20, 25, 30, 35, 40, 45 Years • Retire Colors • Announcements
10:00 - 12:00 pm – Voting	10:00 - 10:30 am – Break
10:00 - 10:30 am – Break	10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none"> • Creating Positive Change in Work and Home Life with Less Stress.....Narragansett Ballroom • Tribal Workforce Development: A Decision-Framing Toolkit (Version 2.0) Waterplace Ballroom • Putting It all together: A Workshop on the Citizen Potawatomi Nation's 477 Child Care ProgramProvidence Ballroom • How AI is Changing Everything (Whether We're Ready or Not)Kent • Building Leaders through Tribal Energy Workforce TrainingNewport • The Power of the Prompt – AI Generation Training for Workforce Professionals South County • Creating a Dynamic Customer Service Mindset.....Blackstone
12:00 - 1:30 pm – Lunch (on your own)	12:00 - 1:30 pm – Lunch (on your own)
1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none"> • Allowable Program Costs Waterplace Ballroom • Integrating 477 Workforce Development Strategies into US Forest Service Co-Stewardship InitiativesProvidence Ballroom • EmpowermentNewport • Ideas for Issues - A Formula for Solving Real Issues South County • 477 Statistical Report Form.....Blackstone 	1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none"> • Financial Management for the Non-Accountant..... Waterplace Ballroom • Preparing-Revising-Expanding – Is it Time? (477).....Providence Ballroom • Creating a Dynamic Customer Service MindsetBlackstone
3:00 - 3:30 pm – Break	3:00 - 3:30 pm – Break
3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Financial Management for the Non-Accountant..... Waterplace Ballroom • Tribal Panel on Development of CCDF Market Survey RatesProvidence Ballroom • Understanding Historical Trauma and Risk Factors Among OUR PopulationBristol • Reaching Veterans and their Families with Benefits and Programs Earned.....Kent • Introducing Gila River's Professional Development Training Catalogue and ProgramNewport • Power Up Your Workforce: Advisory Councils that Deliver Results South County • Education for All – Think Outside the Box.....Blackstone 	3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Empowering the Workforce: Maximizing Impact through WIOA and Integrated Workforce Development Strategies..... Waterplace Ballroom • Creating Positive Change in Work and Home Life with Less Stress.....Providence Ballroom
6:00 pm – BanquetNarragansett Ballroom	<i>Empowering Native Communities - Advancing Native Workforce</i>

PRESENTER BIOGRAPHIES

Thomas Kriger- PHD is the Director of Research and Education at North America's Building Trades Unions. From 2008 to 2012 Keiger was Professor of La bot Studies and Provost and Vice President for Academics at the National Labor College. He served as Assistant to the President and Director of Legislation and Research for the American Federation of Teacher's largest higher education local, United University Professions (#2190), from 1998 to 2007. Kriger has held faculty positions at the University of Northern Colorado, Providence College, and St. Lawrence University and is the author of numerous publications on labor issues.

Tim Lookout – has been with the Osage Nation 13 years. He coordinated the youth program from 2016-2020. He has now started working with adult Employment & Training participants. He assists John Bighorse, the Youth Coordinator.

Shelby Mack - Shelby Mack is Chief of Staff at Building Futures, Rhode Island's leading organization expanding equitable access to family-sustaining careers through registered apprenticeship. She brings experience in organizational development, strategy, and systems change across workforce development, sustainability, and human rights. Shelby holds an MBA in Sustainability from Bard College and has supported initiatives ranging from local apprenticeship expansion to Indigenous-led clean energy development.

Ashlee May – is the Indian Child Welfare Director for the Citizen Potawatomi Nation. Before her current role, Ashlee spent six years at the Citizen Potawatomi Nation House of Hope Women and Children's shelter as the Shelter Coordinator and Family Advocate. After college, Ashlee worked for nearly two years at the Oklahoma Department of Human Services before returning to the Citizen Potawatomi Nation in 2013. She earned a Bachelor's degree in Social Work from East Central University in 2012 and a Master's in Native American Leadership from Southeastern Oklahoma State University in 2021. Ashlee is involved with the Oklahoma Indian Child Welfare Association and the Tribal/State Workgroup, serving on several committees, as well as the Vice Chair of the Shawnee Area Native American Child Protection Team. She is a member of the ICWA Partnership Grant and the National Indian Child Welfare Association. In 2019, she received the East Central University Social Work Alumni Award, and in 2018, she was recognized as one of the Next Gen 30 under 30 in the non-profit category. Ashlee completed a mentorship through the 2020 AdoptUSKids Minority Professional Leadership Development Program and graduated from Leadership Shawnee, class #37, in 2024. She also serves as an Advisory Member for the University of Oklahoma's Women in Leadership program. Ashlee is passionate about Indian Child Welfare and dedicated to protecting and preserving Citizen Potawatomi families.

Kim Meadows - serves as the Director of Training at the National Association of Workforce Development Professionals (NAWDP) where she leads the development and delivery of professional learning opportunities. With more than 15 years experience in workforce development, Kim brings deep industry knowledge and a passion for empowering others through continuous learning and connection. She holds a bachelor's degree from the University of West Georgia, an MBA from Kennesaw State University, and is a Certified Workforce Development Professional.

Lauren Moses - is an Employment & Training Administrator for Workforce Development with the Rhode Island Department of Labor and Training - a position she has held since January 2025. Lauren has been employed with the Department of Labor & Training for over twenty-three years, working in Unemployment Insurance and Workforce Development. In addition to her state service, Lauren has worked in the private sector in medical billing and coding, retail, and bookkeeping. Lauren earned her Bachelor's degree from Providence College with a Major in Business and Minor in Finance.



PRESENTER BIOGRAPHIES

Kimberly Ninham – is the WIOA Job Counselor and Team Lead of the Human Service Division Marketing Team. As the WIOA Job Counselor of Oneida Economic Support, Kimberly, an enrolled Oneida tribal member, invests time into researching resources available within the community, State, and Federal level to ensure clients are receiving adequate assistance by promoting events, programs, and resources. Social Media has played a large part of her position due to Covid-19 Pandemic. Kimberly participates in multiple community and county forums to stay involved. Kimberly strives to obtain enrollment into the WIOA program by promotion.

Frederico Pace – is the Security and Compliance Manager at Vicinity, with a bachelor's degree in Cybersecurity. He has helped companies ranging from 20 to 3,000+ employees build and maintain cybersecurity programs and achieve compliance across multiple frameworks. Federico has worked with clients in Educational Technology, FinTech, Quantum Computing, and Robotics. He also participated in hacking competitions and capture-the-flag events, scoring in the 90th percentile in categories like Open-Source Intelligence, Forensics, Password Cracking, and Scanning & Reconnaissance.

Bernadette Panteah - serves as the Director for the Division of Education and Training for the Pueblo of Zuni Organization and is an enrolled tribal member. With over 23 years of dedicated service to the Pueblo of Zuni community, she is a passionate advocate for empowering community members with the resources and opportunities needed to achieve self-sufficiency and long-term success. In her leadership role, Bern oversees the implementation of the Public Law 102-477 program through the Zuni Education & Career Development Center, which provides critical employment, education, and career training services. Her division also encompasses Zuni Head Start, KSHI Radio Station, and the A:shiwi Tribal College, reflecting her commitment to holistic community development. As a certified Public Law 102-477 Director, Bern has held numerous positions within the Pueblo, consistently championing initiatives that uplift and strengthen her community. Beyond her work within the Pueblo, Bern is a driving force in advancing Native American workforce development across New Mexico and beyond. She co-chairs the New Mexico Native American Workforce Partners, contributes to the Workforce Grantmaking in Native Nations and Communities Advisory Committee, and serves on the Board of Trustees for A:shiwi Tribal College.

Keyon Permetter - has been part of the Citizen Potawatomi Nation since 2002 and currently serves as the Assistant Director for the Child Care and Development Fund program. In his role, he supports early childhood programs in rural public schools and provides guidance to child care providers and families to strengthen program quality and access. Keyon's leadership, compassion, and commitment to children's development continue to make a positive impact throughout the community.

Amber Price – has been with the Osage Nation 9 years. She assists John Bighorse and Tim Lookout working with our youth program.

Andrea Rambo – Is a member of the Navajo Tribe, born and raised on the Navajo Nation; is of the Bitter Water Clan and born for the Salt People Clan. She is currently a training specialist for the GILA River Indian Community (GRIC) Employment & Training Department. Prior to becoming a Training Specialist, Mrs. Rambo worked in the education field for over 23 years as an Early Childhood/Elementary Teacher and Educational Coordinator for GRIC's Head Start Program. As a Training Specialist, Mrs. Rambo provides training; some of her various duties include helping clients develop their professional work skills, assisting in completing resumes and improve interview skills. Mrs. Rambo holds a master's degree in Native American Leadership with an emphasis in Education.



PRESENTER BIOGRAPHIES

Dr. Ian Record – is a consultant with expertise in tribal governance, economic development, workforce development, constitutional reform, federal Indian policy, and related areas. He provides consulting services to Tribal Nations and Native organizations in the United States and Canada consisting of strategic planning development and implementation, federal policy analysis and advocacy, tribal governance and policy analysis, executive education for tribal and organizational leaders, and research on trends and best practices in tribal governance and development. From 2014 to 2021, he served as Vice President of Tribal Governance and Special Projects at the National Congress of American Indians. In this capacity, he led NCAI's development of its workforce development toolkit, originally published in 2018.

Gary Rickard - (Wintu), owner of Mt. Shasta Native American Employment and Training has provided Case Management and Staff Development workshops to Native American programs throughout Indian country for the last thirty years. Mr. Rickard has over thirty years of experience as a Case Manager and front-line Supervisor in Employment and Training programs including: CETA, JTPA, WIA, WIOA, 102-477, AFDC, TANF, FSET, WtW, NEW, and GA. His workshops have helped hundreds of new and experienced Case Managers expand their skills and abilities as Case Managers. Mr. Rickard earned his degree in Sociology from Shasta College. Gary is a member of the Native American Advisory Council.

Senta Rowan – is the IDC/Grant Manager for the Citizen Potawatomi Nation. She has been with CPN for 15 years and has worked with tribal governments for 22 years. It was when she came to CPN that she began working with P.L. 102-477. Since she has learned what the law is about and what it can do for Tribal Nations. It is her belief that it is important to explore what works with your plan and to work smarter, not harder.

Dr. Lorenda Sanchez – has dedicated more than five decades to the administration of Indian job training efforts and enhancing the lives of Native Americans, beginning in August of 1972. Since late 1977, she has served as the Executive Director of the California Indian Manpower Consortium, Inc. Through a combination of adult and youth workforce development, childcare services, support for Indian elders, and other initiatives, Dr. Sanchez continues to focus her efforts on addressing the needs of Native Americans. Dr. Sanchez has served on local, state, regional, and national boards. Most notable are the Native American Employment and Training Council for 22 years, serving 18 years as the Chair; National Indian and Native American Employment and Training Conference Executive Committee (1992 to present), Sacramento Native American Health Center Board, and the State of California Department of Transportation (CalTrans) Native American Advisory Committee. Dr. Sanchez is also a lifetime member of the National Congress of American Indians and the National Association of Workforce Development Professionals.

Kay Seven - is the Director of the Career Center (a 477 program) in the Nez Perce Tribe's Education Department. Kay's career is forty-three years' experience with federal Indian employment, training and employment programs. She serves with regional and national Indian employment and training networks as well as Idaho State regional and statewide workforce development initiatives.

Bonnie Simons – has been part of the Citizen Potawatomi Nation since 2007 and serves as an Intake Specialist. Bonnie connects Native American families with various types of child care services across multiple counties. Her passion in helping Native American families overcome barriers has made a lasting difference.



PRESENTER BIOGRAPHIES

Rosa Skonberg – serves as the Director of Workforce and Economic Development for the Kodiak Area Native Association (KANA), where she oversees an integrated portfolio of programs under KANA’s 477 Plan, including TANF, Child Care Assistance, Tribal Vocational Rehabilitation, Adult and Youth Employment, Higher Education Scholarships, General Assistance, CSBG, Adult Non-Medical Care, and Economic Development. Since joining KANA in 2015, Rosa has advanced from employment and training to department leadership, focusing on strengthening economic independence, expanding access to essential services, and supporting family stability across Kodiak’s communities. Rosa is an active collaborator on statewide initiatives, including serving as a co-chair of the Alaska Native Coalition for Education and Training (ANCET), the secretary for Alaska on the 477 Tribal Workgroup, and supporting the continued development of 477 partnerships. She is committed to advancing opportunities that honor culture, promote self-sufficiency, and build a resilient future for Alaska Native people.

Andrea Smiley – (Choctaw Nation of Oklahoma) currently serves as Manager of the Citizen Potawatomi Nation Workforce and Social Services. She is a proud mother of three beautiful children and a grandmother of three incredible grandchildren. She takes pride in her heritage and being able to help others.

Anthony Ward-Smith - serves as an Employment and Training Administrator for Workforce Development with the Rhode Island Department of Labor and Training, a role he has held since June 2025. Prior to joining the state’s workforce development initiatives, Anthony spent ten years with a nonprofit organization overseeing case monitoring for the Rhode Island District Courts. He holds a Master’s degree in International Relations from Salve Regina University-2008 and a Bachelor’s degree in Political Science from the University of Rhode Island-2006.

Melissa Wells – serves as Special Assistant to the President of NABTU, where she works closely with affiliates and industry partners on workforce development and career pathway programs. She also coordinates NQABTU’s prioritization of delivery and inclusion through policy and recruitment and retention strategies. Prior to joining NABTU, Wells served the Baltimore-DC Building trades Council for 7 years as Baltimore Director, Leading the growth of apprenticeship Readiness Programs and community partnerships. She currently represents the 40th district in the MD House of Delegates and serves as Chief Deputy Majority Whip.

Angelica Wright – (Choctaw Nation of Oklahoma) She serves as the Director of Tribal Workforce and Education for Tribal Energy Alternatives. With a passion for education and sustainability she is working to advance Tribal Energy Alternatives’ workforce development initiatives by supporting scholars, interns, fellows, and solar installer trainees in their education and leadership within tribal energy. Currently Angelica attends the University of South Florida as a PhD. student in the Curriculum and Instruction program with a concentration in Career and Workforce Education. Her research interest areas include culturally engaging workforce planning strategies and tribal economic development through education.

Margaret Zientek - For the past twenty-eight years, Margaret has worked directly with her tribe – the Citizen Potawatomi Nation. Margaret works closely with the employment and training needs of Native Americans residing in a 6-county area within central Oklahoma. Margaret handles a wide variety of federal programs and is passionate about helping native people help themselves to achieve and maintain self-sufficiency. She believes tribes must exercise sovereignty and know how best to serve their people. The Citizen Potawatomi Nation celebrates completing 28 years with a robust P.L. 102-477 Program. Citizen Potawatomi Nation was one of the first 477 tribes to take advantage of a change in the P.L. 102-477 which allowed for direct funding dedicated to Economic Development & Job Creation. Margaret was elected to serve as P.L. 102-477 Tribal Work Group Co-Chair in 2000 and continues to hold this position. The Citizen Potawatomi Nation has strongly supported P.L. 102-477 education and legislative effort. In this capacity, Margaret has testified before legislative committees in the Senate and in the House of Representatives.



45TH NINAETC AWARD RECIPIENTS



OUTSTANDING PARTICIPANT

Nominated by Native American Community Services of Erie & Niagra Counties

Second year honors student with a 3.8 GPA on an education plan to earn a doctorate degree to become a pediatric clinical psychologist.

Kierra J. Yager

ONANDAGA



OUTSTANDING PARTICIPANT

Nominated by the Chickasaw Nation

A 9th grade student with ADHD thankful for a life changing moment for his entire outlook on life and the future he wants after a summer work experience with the Chickasaw Nation Hotels with the housekeeping department.

Zack Dixon

CHICKASAW



OUTSTANDING PARTICIPANT

Nominated by the Rosebud Sioux Tribe

A whole world thrown upside down after a recent passing of her husband of 21 years, Tasha is adjusting to raising a 9-year old autistic son while continuing a four year degree program in Human Services and working with the Sicangu Nation Employment and Training Program.

Tasha Remmers

ROSEBUD SIOUX



45TH NINAETC AWARD RECIPIENTS



Kayleen Gorden

HAIDA



HOWARD YACKUS MEMORIAL SCHOLARSHIP

Nominated by the Central Council of Tlingit and Haida Tribes of Alaska

A 2nd nursing student to pursue a degree to be a registered nurse to work as a hospice nurse. Kayla has a profound respect for all human life and a strong sense of duty to give back to the elders during their end-of-life transition.



Alexis White Hat

ROSEBUD SIOUX



ALICE BIGPOND ROACH MEMORIAL SCHOLARSHIP

Nominated by Rosebud Sioux Tribe

A youth role model serving her community since 2015 on her homeland with the Rosebud Sioux Tribe. She is the youth internship coordinator with Sičanġu Co and the 7Gen Vision which imagines the type of world to see their descendants living in 175 years from now. She is a current member of Native Governance Center Native Nation Rebuilders two-year, cohort-based leadership training experience for Indigenous changemakers.



Project Now
COMMUNITY ACTION AGENCY



OUTSTANDING EMPLOYER

Nominated by California Indian Manpower Consortium, Inc.

Project NOW helps serve tens of thousands of individuals and families in Rock Island, Henry, and Mercer Counties in Illinois. From an original staff of three, today there are 113 employees on the payroll with an annual budget of approximately \$21 million and we are celebrating our 55th year of moving people up and out of poverty.



Driftwood Lodge



OUTSTANDING EMPLOYER

Nominated by the the Central Council of Tlingit and Haida Tribes of Alaska

Tlingit & Haida's Driftwood Lodge exemplifies what it means to be an employer that uplifts, empowers, and invests in its people. The Driftwood Lodge prioritizes providing employment and training opportunities to Tribal Citizens, particularly those facing barriers to meaningful employment. The Lodge supports Tlingit & Haida's mission by offering second chances to at-risk individuals—helping them build confidence, develop new skills, and gain stable employment within a culturally grounded environment.



NATIVE WORKFORCE DEVELOPMENT GRANTEES



WIOA Section 166

P.L. 102-477 as amended by P.L. 115-93



NATIVE WORKFORCE DEVELOPMENT GRANTEES



WIOA Section 166



P.L. 102-477 as amended by P.L. 115-93

REGION I

MAINE

Penobscot Indian Nation
Indian Island, Maine

MASSACHUSETTS

Mashpee-Wampanoag Tribe
Mashpee, Massachusetts

NEW YORK

Native American Community Services
of Erie and Niagara Counties, Inc.
Buffalo, New York

Seneca Nation of Indians
Irving, New York

St. Regis Mohawk Tribe
Hogansburg, New York

RHODE ISLAND

Rhode Island Indian Council
Providence, Rhode Island

REGION II

PENNSYLVANIA

Council of Three Rivers American Indian
Center
Pittsburgh, Pennsylvania

REGION III

ALABAMA

Inter-Tribal Council of Alabama
Montgomery, Alabama

Poarch Band of Creek Indians
Atmore, Alabama

FLORIDA

Florida's Governor's Council on
Indian Affairs
Tallahassee, Florida

Miccosukee Tribe of Indians
Miami, Florida

MISSISSIPPI

Mississippi Band of Choctaw Indians
Choctaw, Mississippi

REGION III continued

NORTH CAROLINA

Eastern Band of Cherokee Indians
Cherokee, North Carolina

Guilford Native American Association
Greensboro, North Carolina

Lumbee Regional Development Association
Pembroke, North Carolina

North Carolina Commission on Indian Affairs
Raleigh, North Carolina

SOUTH CAROLINA

South Carolina Indian Development Council
Rock Hill, South Carolina

TENNESSEE

Native American Indian Association of
Tennessee
Nashville, Tennessee

REGION IV

ARKANSAS

American Indian Center of
Arkansas, Inc.
Little Rock, Arkansas

COLORADO

Denver Indian Center, Inc.
Denver, Colorado

Ute Mountain Ute Tribe
Towaoc, Colorado

LOUISIANA

Inter-Tribal Council of
Louisiana, Inc.
Houma, Louisiana

MONTANA

Blackfeet Tribe
Browning, Montana

Business Committee of the
Chippewa Cree Tribe
Box Elder, Montana

Confederated Salish and
Kootenai Tribes
Pablo, Montana

Fort Belknap Indian Community
Harlem, Montana

Fort Peck Assiniboine & Sioux
Tribes
Poplar, Montana

REGION IV

MONTANA (continued)

Little Big Horn College
Crow Agency, Montana

Montana United Indian
Association
Great Falls, Montana

Northern Cheyenne Tribe
Lame Deer, Montana

NEW MEXICO

Alamo Navajo School Board, Inc.
Magdalena, New Mexico

Eight Northern Indian Pueblo
Council, Inc.
San Juan Pueblo, New Mexico

Five Sandoval Indian Pueblos, Inc.

Jicarilla Apache Tribe
Dulce, New Mexico

Mescalero Apache Tribe

National Indian Youth Council
Albuquerque, New Mexico

Ohkay Owingeh
Ohkay Owingeh, New Mexico

Pueblo of Acoma
Pueblo of Acoma, New Mexico

Pueblo of Isleta

Pueblo of Laguna
Pueblo of Laguna, New Mexico

Pueblo of Taos
Taos, New Mexico

Pueblo of Zuni
Zuni, New Mexico

Ramah Navajo School Board, Inc.
Pine Hill, New Mexico

Santo Domingo Pueblo
Santo Domingo Pueblo, New Mexico

NATIVE WORKFORCE DEVELOPMENT GRANTEES

REGION IV continued

NORTH DAKOTA

 Spirit Lake Tribe
Fort Totten, North Dakota

 Standing Rock Sioux Tribe
Fort Yates, North Dakota

 The Mandan, Hidatsa and Arikara Nation
New Town, North Dakota

 Turtle Mountain of Chippewa Indians
Belcourt, North Dakota

 United Tribes Technical College
Bismarck, North Dakota

OKLAHOMA

 Absentee Shawnee Tribe
Shawnee, Oklahoma

 Cherokee Nation
Tahlequah, Oklahoma

 Cheyenne and Arapaho Tribes
Concho, Oklahoma

 Chickasaw Nation
Ada, Oklahoma

 Choctaw Nation of Oklahoma
Durant, Oklahoma

 Citizen Potawatomi Nation
Shawnee, Oklahoma

 Comanche Nation
Lawton, Oklahoma

 Eastern Shawnee Tribe of Oklahoma
Wyandotte, Oklahoma

 Inter-Tribal Council of Northeast
Oklahoma
Miami, Oklahoma

 Kaw Nation
Kaw City, Oklahoma

 Kiowa Tribe of Oklahoma
Carnegie, Oklahoma

 Muscogee (Creek) Nation
Okmulgee, Oklahoma

 Otoe - Missouria Tribe
Red Rock, Oklahoma

 Pawnee Nation
Pawnee, Oklahoma

 Ponca Tribe of Oklahoma
Ponca City, Oklahoma

 The Osage Nation
Pawhuska, Oklahoma

 Tonkawa Tribe of Oklahoma
Tonkawa, Oklahoma

 United Urban Indian Council, Inc.
Oklahoma City, Oklahoma

OKLAHOMA (continued)

 Wyandotte Nation
Wyandotte, Oklahoma

SOUTH DAKOTA

 Cheyenne River Sioux Tribe
Eagle Butte, South Dakota

 Lower Brule Sioux Tribe
Lower Brule, South Dakota

 Oglala Sioux Tribe
Pine Ridge, South Dakota

 Rosebud Sioux Tribe
Rosebud, South Dakota

 Sisseton-Wahpeton Oyate
Agency Village, South Dakota

 Yankton Sioux Tribe
Marty, South Dakota

TEXAS

 Alabama-Coushatta Indian
Tribal Council
Livingston, Texas

 Dallas Inter-Tribal Center
Dallas, Texas

 Ysleta Del Sur Pueblo
El Paso, Texas

UTAH

 Indian Training and Education Center
West Valley, Utah

 Ute Indian Tribe
Fort Duschesne, Utah

WYOMING

 Eastern Shoshone Tribe
Fort Washakie, Wyoming

 Northern Arapaho Tribe
Ethete, Wyoming

REGION V

KANSAS

 United Tribes of Kansas and Southeast
Nebraska, Inc.
White Cloud, Kansas

MICHIGAN

 Grand Traverse Band of Ottawa and
Chippewa Indians
Peshawbestown, Michigan

 Inter-Tribal Council of Michigan, Inc.
Sault Ste. Marie, Michigan

 Little Traverse Band of Odawa Indians
Harbor Springs, Michigan

 Michigan Indian Employment and
Training Services, Inc.
Lansing, Michigan

 North American Indian Association of
Detroit, Inc.
Detroit, Michigan

 Sault Ste. Marie Tribe of
Chippewa Indians
Sault Ste. Marie, Michigan

MICHIGAN (continued)

 South Eastern Michigan Indians, Inc.
Center Line, Michigan

MINNESOTA

 American Indian Opportunities, Inc.
Minneapolis, Minnesota

 Bois Forte Band of Chippewa
Nett Lake, Minnesota

 Fond Du Lac Reservation
Cloquet, Minnesota

 Leech Lake Band of Ojibwe
Cass Lake, Minnesota

 Mille Lacs Band of Ojibwe
Onamia, Minnesota

 Minneapolis American Indian Center
Minneapolis, Minnesota

 Northwest Indian OIC
Minneapolis, Minnesota

 Red Lake Nation
Redby, Minnesota

 White Earth Nation
Ogema, Minnesota

MISSOURI

 American Indian Council
Kansas City, Missouri

NEBRASKA

 Omaha Tribe of Nebraska
Macy, Nebraska

 Ponca Tribe of Nebraska
Niobrara, Nebraska

 Winnebago Tribe of Nebraska
Winnebago, Nebraska

OHIO

 North American Indian Cultural
Center, Inc.
Akron, Ohio

WISCONSIN

 Ho-Chunk Nation
Black River Falls, Wisconsin

 Lac Courte Oreilles Tribal
Governing Board
Hayward, Wisconsin

 Lac Du Flambeau Band of Lake
Superior Chippewa Indians, Inc.
Lac Du Flambeau, Wisconsin

 Menominee Indian Tribe of Wisconsin
Oneida, Wisconsin

 Oneida Tribe of Indians of Wisconsin
Oneida, Wisconsin

 Spotted Eagle, Inc.
Milwaukee, Wisconsin

 Stockbridge-Munsee Community
Band of Mohican Indians

NATIVE WORKFORCE DEVELOPMENT GRANTEES

REGION VI

ALASKA

-  Aleutian-Pribilof Islands Association, Inc.
Anchorage, Alaska
-  Association of Village Council Presidents
Bethel, Alaska
-  Bristol Bay Native Association
Dillingham, Alaska
-  Central Council of Tlingit and Haida Indian Tribes of Alaska
Juneau, Alaska
-  Chickaloon Village
Sutton, Alaska
-  Chilkat Indian Village
Klukwan, Alaska
-  Chugachmiut
Anchorage, Alaska
-  Cook Inlet Tribal Council, Inc.
Anchorage, Alaska
-  Copper River Native Association
Copper Center, Alaska
-  Kawerak Inc.
Nome, Alaska
-  Kenaitze Indian Tribe
Kenai, Alaska
-  Knik Tribal Council
Wasilla, Alaska
-  Kodiak Area Native Association
Kodiak, Alaska
-  Maniilaq Association
Kotzebue, Alaska
-  Metlakatla Indian Community
Metlakatla, Alaska
-  Native Village of Eyak
Cordova, Alaska
-  Orutsarmuit Native Council
Bethel, Alaska
-  Sun'aq Tribe of Kodiak
Kodiak, Alaska
-  Tanana Chiefs Conference
Fairbanks, Alaska
-  Yakutat Tlingit Tribe
Yakutat, Alaska

ARIZONA

-  American Indian Center of Tucson
Tucson, Arizona
-  Colorado River Indian Tribes
Parker, Arizona
-  Gila River Indian Community
Sacaton, Arizona
-  Hopi Tribal Council
Kykotsmovi, Arizona
-  Hualapai Tribe
Peach Springs, Arizona
-  Inter-Tribal Council of Arizona, Inc.
Phoenix, Arizona
-  Navajo Nation
Window Rock, Arizona
-  Pascua Yaqui Tribe
Tucson, Arizona
-  Phoenix Indian Center, Inc.
Phoenix, Arizona
-  Quechan Indian Tribe
Yuma, Arizona
-  Salt River Pima-Maricopa Indian Community
Scottsdale, Arizona
-  San Carlos Apache Community College
San Carlos, Arizona
-  Tohono O'odham Nation
Sells, Arizona
-  Tucson Indian Center
Tucson, Arizona
-  White Mountain Apache Tribe
Whiteriver, Arizona

CALIFORNIA

-  California Indian Manpower Consortium, Inc.
Sacramento, California
-  Karuk Tribe
Happy Camp, California
-  Native American Health Center, Inc.
Oakland, California
-  Northern Indian California Development, Inc.
Eureka, California
-  Southern California Indian Resource Center, Inc.
El Cajon, California
-  Tule River Tribal Council
Porterville, California
-  United American Indian Community Involvement
Los Angeles, California

HAWAII

-  Alu Like, Inc.
Honolulu, Hawaii

IDAHO

-  Nez Perce Tribe
Lapwai, Idaho
-  Shoshone-Bannock Tribes
Fort Hall, Idaho

NEVADA

-  Inter-Tribal Council of Nevada, Inc.
Sparks, Nevada
-  Las Vegas Indian Center, Inc.
Las Vegas, Nevada
-  Reno Sparks Indian Colony
Reno, Nevada
-  Shoshone-Paiute Tribes
Owyhee, Nevada

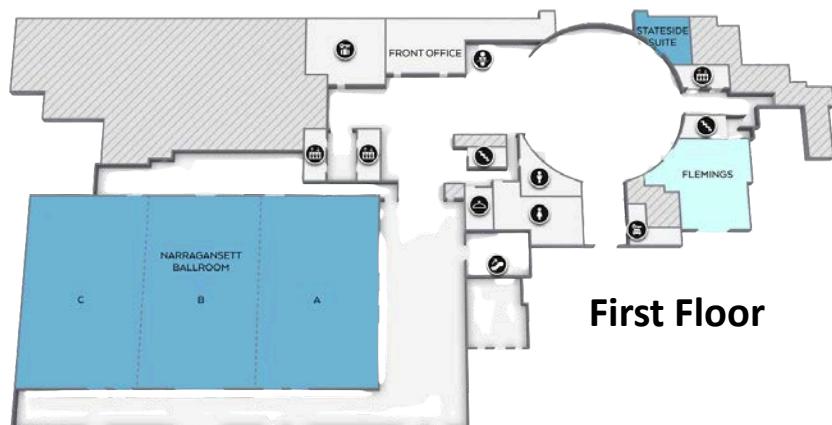
OREGON

-  Confederated Tribes of Grand Ronde
Grand Ronde, Oregon
-  Confederated Tribes of Siletz Indians
Siletz, Oregon
-  Confederated Tribes of the Umatilla Indian Reservation
Pendleton, Oregon
-  Confederated Tribes of Warm Springs
Warm Spring, Oregon

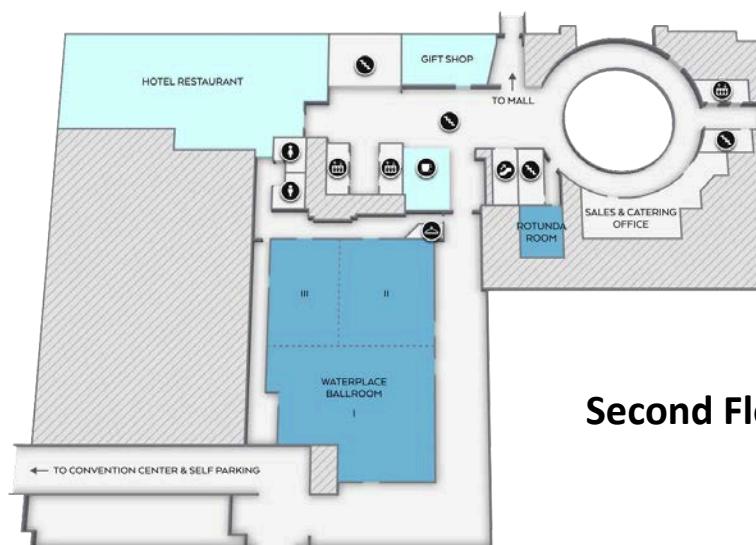
WASHINGTON

-  American Indian Community Center
Spokane, Washington
-  Confederated Tribes and Bands of the Yakama Nation
Toppenish, Washington
-  Confederated Tribes of the Colville Reservation
Nespelem, Washington
-  Lummi Nation
Bellingham, Washington
-  Makah Tribe
Neah Bay, Washington
-  Port Gamble S'Kallam Tribe
Kingston, Washington
-  Samish Indian Nation
Anacortes, Washington
-  South Puget Intertribal Planning Agency
Shelton, Washington
-  Spokane Tribe of Indians
Wellpinit, Washington
-  Suquamish Tribe
Suquamish, Washington
-  Tulalip Tribes
Tulalip, Washington
-  United Indians of All Tribes Foundation
Seattle, Washington

HOTEL MAP



First Floor

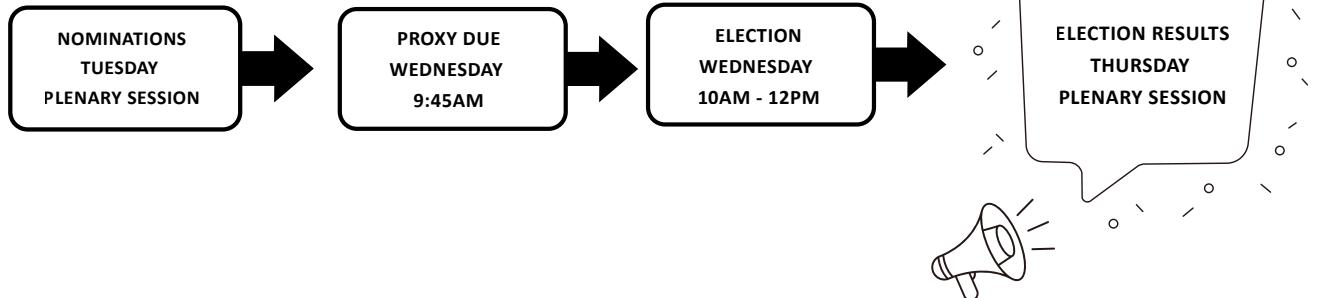


Second Floor



Third Floor

2025 NINAETC ELECTION PROCEDURES



1. Nominations for eight NINAETC executive committee seats will be accepted from the floor during the General Assembly, Tuesday, December 9, 2025, for: Chairman 166, Chairman 477, Vice Chairman 166, Vice Chairman 477, Secretary 166, Secretary 477, Treasurer 166 and Treasurer 477. Nominations will be closed by a vote of the General Assembly body. Candidates will be introduced and given equal campaign time at the podium during the General Assembly on Wednesday, December 10, 2025. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
2. Election committee members shall oversee all the facets of the election and will provide procedures information as needed.
3. Official ballots will be available at the polling site beginning at 10:00 a.m. until exactly 12:00 p.m. (noon) on Wednesday, December 10, 2025.
4. ONE VOTE PER GRANTEE SHALL BE ALLOWED. Votes shall be cast by WIOA 166/477 Directors or their designated proxy. The Director or their designated proxy must sign the voting roster to receive a ballot.
5. Proxies must be on the grantee's organization letterhead and submitted to the Chairman of the Elections Committee prior to 9:45 a.m. before the start of the voting at 10:00 a.m. on Wednesday, December 10, 2025.
6. The results of the voting will be given to the Chairman 166 and Chairman 477 who will announce the officers at the Plenary on Thursday, December 11, 2025.
7. The winner of the elected term of Chairman 166, Chairman 477, Vice Chairman 166, Vice Chairman 477, Secretary 166, Secretary 477, Treasurer 166 and Treasurer 477 and the 2026- 46th NINAETC site shall be the candidate or site with a simple majority of the vote cast. An elected officer shall serve a one-year term from the 2025 event to the 2026 event.
8. A run-off will be held for an officer or site if no candidate receives a majority vote. If a run-off is required, it will be held on Wednesday afternoon December 10, 2025, from 2:00 p.m. to 4:00 p.m. with results announced at the banquet. If a second run-off is necessary, voting will be conducted during the banquet with the results announced as soon as possible. The 2024-2025 Executive Committee shall determine the most appropriate procedure should subsequent run-off be necessary.

The Election Committee reserves the right, as granted by the NINAETC Executive Committee, to initiate any procedural changes in the process, if determined necessary for any reason of fairness.

For election information, see the registration desk or email training@cimcinc.com.



U.S DEPARTMENT OF LABOR
NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL (NAETC)
MARCH 2024 - MARCH 2026

Region 1 and 2

Mr. Darrell Waldron

Rhode Island Indian Council
Providence, Rhode Island

Region 3

Ms. Candace Lowery

North Carolina Commission on Indian Affairs
Raleigh, North Carolina

Ms. Kathy Atkins

Florida Governor's Council on Indian Affairs, Inc.
Tallahassee, Florida

Region 4

Ms. Lora Ann Chaisson

Inter-Tribal Council of Louisiana, Inc.
Montegut, Louisiana

Ms. Robin Counce

Choctaw Nation of Oklahoma
Durant, Oklahoma

Region 4 Oklahoma

Mr. Erwin Pahmahmie, Jr.

Cheyenne and Arapaho Tribes
Concho, Oklahoma

Mr. Darius Lee Smith

National Indian Youth Council, Inc.
Albuquerque, NM

Region 5

Ms. Angel Peer

American Indian Council
Kansas City, Missouri

Mr. Robert Houle

Bad River Health and Wellness Center
Ashland, Wisconsin

Region 6

Mr. Joseph Quintana

Native Development Network, Inc.
Los Angeles, California

Mr. Gary Rickard

Anderson, California

Ms. Orlando Wauneka

Navajo Nation Department of Workforce Development
Los Angeles, California

Region 6 Hawaii

Ms. Winona Whitman

Alu Like, Inc.
Honolulu, Hawaii

Region 6 Alaska

Ms. Holly Morales

Central Council of Tlingit & Haida Indian Tribes of Alaska
Anchorage, Alaska

Other Discipline

Mr. Omer Tamir

Urban Inter-Tribal Center of Texas
Highland, Texas

Ms. Patricia Hibbeler

Confederated Salish and Kootenai Tribes
Pablo, Montana

Ms. Kay Seven

Nez Perce Tribe
Lapwai, Idaho

Mr. Jacob Wojnas

Arlington, Virginia



2025 NINAETC CONFERENCE AGENDA

December 7–11, 2025 • Narragansett, Rhode Island

Empowering Native Communities • Advancing Native Workforce

Sunday – December 7, 2025
3:00 pm – 6:00 pm • Registration

Monday – December 8, 2025
7:00 am – 6:00 pm • Registration
7:30 am -- Plated Breakfast
8:00 am – 5:00 pm • Exhibitors / Vendors
8:00 am – 8:30 am • Wake Up with Mitch

Plenary Session (8:30 am – 12:00 pm)
• Honor Guard / Posting of Colors
• Drum Group
• Invocation
• Welcome
• Roll Call
• Remembrance
• Federal Agency Updates
• Announcements

Lunch (on your own) 12:00 pm – 1:30 pm

Workshops (1:30 pm – 3:00 pm)
• Building Leaders through Tribal Energy Workforce Training
• P.L. 102-477 Tribal Work Group Meeting

Break (3:00 pm – 3:30 pm)

Workshops (3:30 pm – 5:00 pm)
• Case Management for Rookies
• P.L. 102-477 Tribal Work Group Meeting

Welcome Reception - 6:00 pm

Tuesday – December 9, 2025
7:00 am – 6:00 pm • Registration
8:00 am – 5:00 pm • Exhibitors / Vendors
8:00 am – 8:30 am • Wake Up with Mitch

Plenary Session (8:30 am – 10:00 am)
• Speaker
• 2025–2026 Nominations
• Presentation
• Announcements

Break (10:00 am – 10:30 am)

Workshops (10:30 am – 12:00 pm)
• Taking Steps to Deal with Uncertainty and Build Resilience
• Peer to Peer Roundtable
• NABTU Outreach
• Empowering our Youth
• Empowerment
• Energy Careers
• AI Generation Training
• Communication Styles

Awards Luncheon (12:00 pm – 1:30 pm)

Workshops (1:30 pm – 3:00 pm)
• Workforce Maximizing Impact
• 477/Child Welfare
• Advocacy for Workforce
• Apprenticeship Opportunities
• Ideas for Issues
• Social Media and Marketing

Break (3:00 pm – 3:30 pm)

Workshops (3:30 pm – 5:00 pm)
• Case Management for Rookies
• PL 102-477 Annual Report
• Empowering our Youth
• Gila River Training Program
• Workforce Advisory Councils

Regional Meetings (5:00 pm – 6:00 pm)



Wednesday – December 10, 2025
8:00 am – 5:00 pm • Information / Exhibitors
8:00 am – 8:30 am • Wake Up with Mitch

Plenary Session (8:30 am – 10:00 am)
• Speaker: Ian Record
• Candidate Speeches
• 2026 Site Presentations
• Announcements

Voting: 10:00 am – 12:00 pm

Workshops (10:30 am – 12:00 pm)
• Positive Change
• Tribal Workforce Development
• CCDF Market Survey
• AI Training
• Energy Workforce Training
• Customer Service Mindset

Lunch (12:00 pm – 1:30 pm)

Workshops (1:30 pm – 3:00 pm)
• Allowable Costs
• 477/USFS Initiatives
• Empowerment
• Ideas for Issues
• 477 Statistical Form

Break (3:00 pm – 3:30 pm)

Workshops (3:30 pm – 5:00 pm)
• Financial Management
• 477 Child Care Program
• Trauma + Risk Factors
• Veterans Outreach
• Gila River Training
• Advisory Councils
• Education for All

Banquet - 6:00 pm

Thursday – December 11, 2025
8:00 am – 5:00 pm • Information
8:00 am – 11:00 am • Exhibitors / Vendors
8:00 am – 8:30 am • Wake Up with Mitch

Plenary Session (8:30 am – 10:00 am)
• Election Results
• 2026 Site Selection
• Resolutions
• Service Recognition
• Retire Colors
• Announcements

Break (10:00 am – 10:30 am)

Workshops (10:30 am – 12:00 pm)
• Uncertainty & Resilience
• Allowable Costs
• 477 Financial Reporting
• Veterans Outreach
• Communication Styles

Lunch (12:00 pm – 1:30 pm)

Workshops (1:30 pm – 3:00 pm)
• Financial Management
• 477 Program Expansion
• Customer Service Mindset

Break (3:00 pm – 3:30 pm)

Workshops (3:30 pm – 5:00 pm)
• Workforce Maximizing Impact
• Positive Change



Lumbee Ambassadors 2025

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The Official Sponsor
of the Annual Lumbee Homecoming Celebration



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